

### Touring with the Competency Team

In September, our Competency Assurance Team set off across the North of England. Tracy Middleton & Barbara Adams visited our Humber Bank facility, Wilton Site in Teesside and contract team Seal Sands site team for sessions with employees and our client, ConocoPhillips.

Tracy shared *"It was great to meet our assessors, as well as other Stork personnel face to face. We took away good feedback to help improve the Competency Assurance process."*

Barbara also visited the Britannia Platform in October. During her visit she met with a variety of personnel on board, including assessors and individuals completing 7 Competency Assurance Assessments.

	Q1	Q2	Q3	Q4
Competency Assurance Assessments Complete	178	183	140	84 (to date*)
Competency Assurance Assessors Trained	15	8	6	4 (to date*)
Expert Witnesses Trained	7	6	12	6 (to date*)



Barbara Adams and Stuart Gilfillan

### Our Apprentices Are Flourishing

Jayden Maude, one of our Apprentice NDT Technicians in Teesside was honoured with the prestigious 'Team Player Apprentice of the Year' award during [Lavender International's](#) NDT's Apprentice Recognition Awards ceremony.

This signifies Jayden's exceptional dedication, teamwork skills and outstanding contributions within Stork, which have been recognised by our senior management team and clients.



Left to Right: Steven Revely, Jayden Maude, Nick Bushby and Alfie Foxton-Smith

### Unveiling Our New Development Champion

Emma Fergusson has been with Stork for two and a half years, starting as an HR Advisor before progressing to a Senior HR Advisor. In her new role, Emma will oversee the HR Shared Services Team and Learning & Development function. She brings a wealth of experience and a strong passion for employee development, eager to bring fresh ideas from her tenure at Stork to this new challenge.

*"In my previous roles I have always been impressed with Stork's approach to development, we do a lot of great things already to develop our current employees and to attract individuals to Stork. My focus will be on embedding and improving these great processes and opportunities at all levels and locations of the business for the benefit of our employees and assist in the growth of Stork moving forward"*



## Meet Our Take The Lead Panel:

Monthly, our Take the Lead Panel review impressive nominations showcasing colleagues' commitment, innovation and drive. Let's meet the panel members:



**Hazel Cheung, Interim Regional HR Director**

**Why it is important to recognise our colleagues who go above and beyond?**

"Recognising colleagues who go above and beyond is vital for fostering a positive and motivating workplace where employees feel genuinely valued for their contributions. Expressing appreciation not only boosts morale but also strengthens motivation and creates an environment where individuals feel respected, empowered, and inspired to excel. Many of our employees consistently showcase their dedication to the business, and we are committed to ensuring they feel truly appreciated."



**Stuart Strachan, Senior Contract Delivery Manager**

**What are your observations of colleagues reactions to receiving Take the Lead recognition from the panel and why is this important?**

"Observing colleagues' reactions to receiving nominations and awards has been particularly rewarding in the time I have been on the Take the Lead panel. It's great to see people's pride and gratitude when they are recognised and you can see how meaningful it is when their efforts are acknowledged."

Take the Lead is really important to us at Stork as it promotes a culture of appreciation and respect that reinforces our core values such as teamwork, integrity and client focus. It's great to see people taking the time to recognise when their workmates have gone above and beyond, this enhances overall morale, boosts people's confidence and motivates continued excellence within the company."



**John Walker, Industrial & Mechanical Services Manager**

**How have you seen the quality/volume of nominations increase since Take the Lead was launched?**

"I would say the quality and volume has grown, we are seeing a lot more info on why people/teams have been nominated I would say we are seeing anything between 25-30 nominations a month now which far more than we used to see and it's also good to see they are spread across the business and not just operations."



**Steve Shirlaw, HSEQ Manager Scotland**

**How you ensure the consistency and balance between Take the Lead and Safer Together nominations is maintained?**

"I feel it is important to recognise our colleagues through either the Take The Lead or Safer Together platforms because it can help to reinforce positive behaviours. By sitting on the Take The Lead panel I can support with determining whether any nominations better sit under the Safer Together Awards. My main focus when it comes to the Take The Lead is recognising those whose efforts go above and beyond the day job. I keep an keen eye open for any Take The Lead nominations that have led to innovations and improvements relating to Quality."



**Denise Kinghorn, Monitoring Solutions Manager and Employee Rep.**

**As a rep how does it make you feel seeing the range of nominations and recognition of our people**

"As an employee rep, it's great to see the wide range of nominations and the recognition our people have received. It highlights how valued they are across the business for their hard work and achievements on a day to day basis."



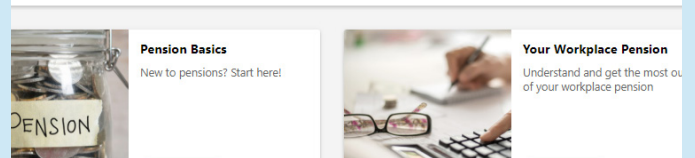
James Daniels, Marc Smallwood, Wayne Taylor, Steve Smith and Dave Hill

## ConocoPhillips' Personal Safety Involvement Recognition Awards

Wayne Taylor, HSEQ Manager for England recently attended our ConocoPhillips contract, to deliver the [Q3 HSEQ](#) campaign to members of our team and our client.

Wayne was also delighted to present four employees with client recognition awards for their outstanding safety contributions at the site.

## SCOTTISH WIDOWS



## YourBenefits: Unlocking Pension Benefits

A new Pension page on our intranet's [YourBenefits](#) section now includes all you need to know about your pension, including state pensions and a section for those nearing retirement.

\*Check eligibility for access to YourBenefits. Got a query? Reach out to [YourBenefits@stork.com](mailto:YourBenefits@stork.com)





## Recognition At Fawley

During November our ExxonMobil Fawley Site Team received our client's 'Team of the Week' award for their outstanding performance during the LionHeart Turnaround at the refinery and petrochemical complex not once but twice.

The team received £1000 to contribute to a charity of their choice. In addition, with another £500 provided by Stork, they chose to donate the total amount to St Luke's - Sheffield's Hospice, which offers palliative care services in the area.

Congratulations to the team on this commendable accomplishment!



## Stork's Annual Safer Together Awards

On the 31<sup>st</sup> of October teammates, clients and industry peers from across the UK came together to recognise what makes our company special - our transformative, collaborative and people-focused culture.

It was also the 15th anniversary of Safer Together – click here to watch a short video. A consistent factor throughout this time has been the steadfast dedication of our employees.

Thank you to everyone who took the time to submit a nomination, helping to recognise their teammates. Congratulations to all those who were nominated, shortlisted and to our winners; your commitment truly is a credit to Stork. [Click here](#) to view images and videos from the evening.



Julius Bernotas and Paul Green

## International Mens Day

In November, we recognised [International Men's Day](#) to support and celebrate men in all their diversity.

### A conversation with Paul and Julius

[Click here](#) to hear insights from Paul Green, Project Manager and Men's Health Employee Network Host, and Julius Bernotas, a skilled Rope Access Painter. They discuss creating a positive impact through meaningful conversations and utilising resources for support.

Contact [we.care@stork.com](mailto:we.care@stork.com) for more information on our WeCARE Colleagues programme. To join an Employee Network, email [DRIVE@stork.com](mailto:DRIVE@stork.com).

Julius shares his personal journey in the video, emphasising the importance of supporting colleagues facing challenges. Paul addresses the stigma around men discussing their problems and stresses the need for seeking appropriate support.



Vikki Piper and Mick Hodgson

## Retaining Top Talent: Stay Interviews are back!

Our goal is to become an employer of choice by attracting, nurturing, motivating, and retaining our staff. We value our employees and recognise their vital role in Stork's achievements. Our continuous effort is to establish a positive and rewarding work environment.

In June 2024, we launched our Employee Engagement Survey based on the DRIVE framework, enabling all employees to express why they choose to remain with Stork. This survey marks the initial stage of our revamped Stay Interview Process.

After analysing survey feedback, we have initiated individual Stay Interviews with our workforce. These discussions offer a platform for team members to discuss their experiences, address any challenges encountered, and suggest ways to enhance our workplace. Phase 1 will involve our UK locations and Vikki Piper, Senior HR Advisor for England is conducting these stay interviews now.

## Workforce Representative's 2024 Roundup

In what has been another busy year we want to take this opportunity to thank our workforce reps who volunteer their time to represent you and ensure your voice is heard.

We have 3 workforce representative groups including onshore Aberdeen, onshore site and offshore. That's over 40 reps in total! Meeting monthly your reps receive a wide range of business updates and every quarter hear directly from our UK Leadership Team. Here's an insight into the most popular discussion topics for each group:

### Aberdeen

- Actively participating in a range of engagement activities
- Supporting the wellbeing of colleagues
- CSR activities

### Offshore

- The Energy Services Agreement
- Personal Protective Equipment
- Travel and accommodation arrangements

### Site

- WeCARE Colleagues
- Employee benefits
- CSR activities



Left to Right: Alexander Leith-Ross, Jason Downer, and Stephen Lenaghan

## Cleveland Way Whitby - Saltburn WeCare Colleagues

Our Nufarm team were out and about again for their latest [WeCARE](#) Colleagues awareness initiative.

Three members recently completed the Cleveland Way Walk from Whitby to Saltburn-by-the-Sea, stopping along the way at the fishing villages Runswick Bay & Staithes; covering a total of 33km in a healthy 7 hours.



Michael Fraser (L) with Bob Hayes (R)

## Charity Football Match Harbour Energy - J-Block vs GBA Raffle

In September, a charity football match was held at Falkirk Stadium between GBA and J-Area to support the [British Heart Foundation](#). Teams from Stork and Harbour, among others, participated in the event.

Stork donated **£250**, and our team raised an additional **£200** through a raffle prize generously donated by Paul Rowlands. This contribution was made in support of the charity and as a demonstration of our commitment to the Stork 2024 Health and Wellbeing campaign for Q3 Cardiac Health.

Special thanks to Chris Miller on the Britannia for reaching out and involving us. The game ended in a 3-3 draw, with Britannia emerging victorious in the penalty shootout.

Bob Hayes from Armada STL was the lucky winner of the raffle prize and expressed great joy upon receiving it!



## Tea Shack News

Have you read the latest [Tea Shack news](#), brought to you by Step Change in Safety?

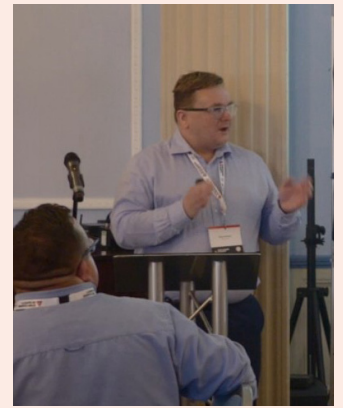
Why not have a go at the Sudoku here and [click here](#) to have a read through the magazine.



## Step Change in Safety: Occupational Lung Disease and RPE Awareness Event

On 6<sup>th</sup> November our very own Keith Jennings, HSEQ Advisor, hosted this important event along with Steve Shirlaw, HSEQ Manager, who presented to the group on [Resetting Clean-Shaven Requirements](#): A contractors journey. Keith and Steve joined an impressive list of leading industry voices, health & safety experts, and RPE specialists who shared best practice, innovative solutions and valuable sharing and learnings throughout the morning.

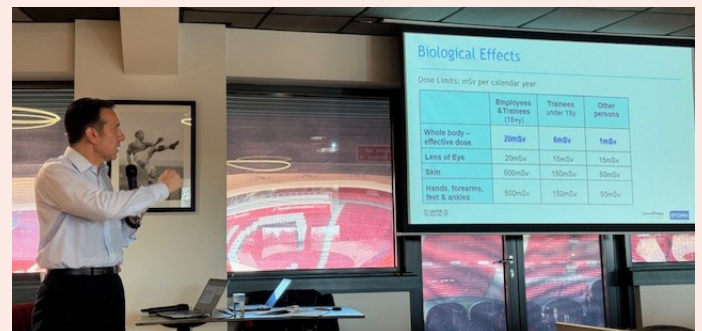
Watch Steve in action [here](#).



## ConocoPhillips - Contractor Safety Forum

On the 28<sup>th</sup> of October Wayne Taylor, George Akers and Stuart Gilfillan attended the Riverside Stadium in Middlesbrough.

At the forum, Wayne and George introduced the activities and then Wayne carried out a presentation on “Emotional and Cardiac Health” followed by a presentation by Stuart on “radiation safety”. The session was the closed out by George.



## Q4 Campaign: Holistic Health & Wellbeing

We conclude the year with a unique focus on Holistic Health and Wellbeing. This campaign delves into the various factors that influence our overall health and wellbeing. By understanding these influences, it allows us to address each aspect effectively, empowering us to make positive changes for our wellbeing.

While there are numerous factors that can affect our health, they align with the Eight Pillars of Wellbeing, which serve as key categories for holistic wellness. You will discover more about each pillar within our campaign materials.



The aim of this campaign is to raise awareness of each of the eight pillars and signpost information and support that can be used to promote good health and wellbeing. Knowing a little more about each pillar might just give you the control to make some positive changes or even help you to support those around you who may be struggling.

We hope you’ve enjoyed our 2024 Health and Wellbeing campaigns and we’d like to extend a big thank you to all of you for helping us to create supportive communities in our workplaces. When working together we really can make a positive difference to the health and wellbeing of our colleagues. Please remember, if you have any concerns regarding your health please reach out, there is always support available from the [OH Team](#).

Finally, If you have any health topics that you would like Stork to address in the future, please let us know by contacting the [Healthy Working Lives Team](#). Thanks again for keeping our workplaces Safer Together.